

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

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Conglomerate Challenges Union

Leaseway: Can IBT Handle the Future?

Leaseway Transportation is one of the largest Teamster employers in North America, with 15,000 employees, most of them Teamsters. It is also an expanding conglomerate, with 146 subsidiary corporations as of March 15, 1983 (according to Leaseway's report to the Securities and Exchange Commission). It is a highly integrated and specialized transportation and distribution business.

Leaseway is also an industry pioneer in sophisticated labor relations. It often plays off the workers of one subsidiary against the workers of another. It is moving increasingly toward the use of non-union labor. And it has led the way in tough, concessionary bargaining in many industries over the last few years.

In short, Leaseway represents the wave of the future in the transportation industry. Operating in many different segments of the industry, taking a tough stand against the union, emphasizing a comprehensive service approach to its customers, Leaseway is the kind of trucking conglomerate the union will be seeing more and more of in coming years.

For our union to be in step with the time, for us to be able to deal with the "New America" (as our new union President would say), we have to be able to deal successfully with Lease-

way Transportation, the model of the new trucking industry.

1. Leaseway's Operation.

Leaseway's total revenue for 1982 topped \$1 billion for the first time. It had revenues of \$1,066,196,000, trailing behind **Roadway Express** (\$1,147,459,000), but ahead of **Consolidated Freightways** (\$1,036,826,000) and **Yellow Freight** (\$903,562,000).

Two-thirds of this total revenue, or \$664,467,000, came from specialized truck carriers with the rest coming from two other divisions: vehicle leasing and distribution services (industrial warehouses, automotive industry warehouses, etc.).

Major Teamster employers which are subsidiaries of Leaseway include: **Signal Delivery Service, Anchor Motor Freight, Refiners Transport & Terminal**, and many others.

In 1982 and early 1983, Leaseway expanded further in all its areas, acquiring **C&J Commercial Drive-away, Automobile Carriers, Inc., and Motorcar** (all carhaul lines); **Fleet Transport Company** (a tankhaul and bulk carrier operating in the South), and **Midwestern Distribution, Inc.**

But the big news in Leaseway's expansion plan is **Leaseway Express**, which is a major target for growth. It is

(continued on page 6)



MEMBERS OF CHICAGO LOCAL 710 meet to make plans to fight against drastic cuts in their Health and Welfare benefits.

Members Fight COLA Ripoff

On June 5, 75 angry Teamsters attended a Chicago TDU meeting to make plans to fight drastic cutbacks in the Local 710 Health and Welfare Fund benefits. Teamsters from many barns expressed outrage at the lack of concern from Local President Bill Joyce and the trustees, and made plans to get benefits restored.

"The members are really angry," said Leroy Baker, a road driver from Signal Delivery. "No matter how bad the contract we could at least count on having our medical bills taken care of. Now even that's gone."

On June 1, the 710 Fund drastically cut benefits across the board, despite the entire COL money being diverted into the Fund, providing a huge boost in revenue. And despite contract language and promises made last year that if the COL was not sufficient, the employers would pay more into the Fund to "provide for maintenance of benefits in effect on January 1, 1982."

Once again Local 710 Teamsters are fighting against broken promises. In this case the broken promise means severe cuts in life insurance, loss of time benefits, surgical benefits, and major medical. Also, **completely eliminated** were dental, optical and outpatient prescription benefits. Cuts were even worse for pensioners.

TDU activist Bob McGinnis stated at the meeting "We've got Joyce on the run on this issue, but we need all the unity we can get from the 710 membership." Joyce pays himself over \$200,000 a year for his Local office, but hasn't even bothered to explain his position to the members.

Members are filing mass grievances on the issue, and have initiated a petition to demand a special union

meeting to deal with the H&W issue. Plans are also underway to build for the next regular union meeting.

National Rip-off

The Local 710 Teamsters are the victims of the worst H&W scam of any in the country. But the basic problem with the contract, the COL diversion and the lack of enforcement is national in scope.

The anger that Teamsters feel now over this whole issue should be put to positive use when the NMFA and other contracts come due. All Teamsters and Local unions should resolve to oppose any agreement that does not restore our full benefits clause and our COL money to go to help combat inflation, as it was supposed to. This experience shows just how much promises are worth from IBT Presidents who are selling a contract: about as much as Confederate money.

Presser, Mom Make \$616,702

A study of the 1982 financial reports for the International Union, Central Conference, Ohio Conference, Joint Council 41, and Local 507 show that Jackie Presser was paid \$394,895 in 1982, a \$41,158 raise over the previous year.

In addition to this bloated figure of salaries and expenses, Presser got a \$170,000 raise with his appointment as General President, so he is now raking in membership dues money at an annual rate of about \$565,000.

In addition, Presser's mother, Faye Presser, was paid a total of \$221,807 in 1982, up from \$77,300 in 1981. This is from two special funds set aside for the exclusive benefit of the Presser family. They are two of some seven (7) pension and severance funds that Presser has a vested interest in, all paid with members' dues.

Presser's 23 year old son Gary is his appointed "vice president" of Local 507. His uncle, Allen Friedman, is no longer getting \$1,000 a week for doing nothing. He told FBI agents, according to a court affidavit, that he let Jackie Presser "buy" (!) Local 752 and merge it into Local 507 in return for getting \$1,000 a week from Local 507 forever, for doing nothing. He is one of five alleged "ghost employees" of Local 507 currently the target of a federal investigation. One employee has already admitted guilt.

Reprints of Presser Report Available—Due to heavy demand, no additional copies of the May 1983 edition of C-D are available, containing the Special Report on the "Presser Record." However, reprints of a slightly updated version are available, at 25c each (minimum order is \$1.00). Order from TDU.

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LETTERS

TDU Doing A Great Job

Dear TDU,

I apologize for being late with my dues. I should realize that you are on a shoestring budget and that every penny is important.

At any rate, you are all doing a remarkable job in the face of such adversaries as Roadway, UPS, Jackie Presser, etc. Keep up the good work. We in the Maine TDU chapter appreciate your efforts, and while we don't win all the battles here, we can see progress, especially in getting more rank and filers involved and seeing increased monthly union attendance. Thank you.

Fraternally,

John P. Smith
Local 340

South Portland, Maine

Glad for TDU UPS Coverage

Dear TDU,

I appreciate the fact that TDU gives equal space to all of its membership. UPS has probably 70,000 Teamster members and I rarely see in the Teamster magazine where the UPSers come out on top. Thank you for letting us know what the problems are and how to handle them. It's good to know someone cares about the UPSers.

Fraternally,

Philip E. Malia
Local 728
Martin, GA

710 H&W Cuts Are Shameful

Dear TDU,

How can Local 710 take our hourly increase for Health & Welfare and then chop the hell out of it. It's pitiful how high union officials take from the poor man and keep high salaries and pay for themselves.

It's a shame what 710 Health & Welfare did, I would love to see them lose all their support.

Fraternally,

Charles G. Procter
Local 710
Hoffman Estates, IL

We Deserve Full Back Pay

Dear TDU,

When a member is fired from his job, he may have to wait as much as 9 to 10 months for the grievance and arbitration procedure to find out if he has a job or not. If he wins and receives all back pay they deduct any monies you made during that time off. The company should have to pay the whole works regardless of any monies you made during that period! This would slow down a company from firing you, if they knew you could collect for the full nine or ten months you were off.

Fraternally,

Marjorie Pinheiro
Local 70 Spouse
Hayward, Calif.

Priest Praises Unions

The following letter is reprinted from the **Missouri Teamster**, April 3, 1983.

The economic situation in our country is very bad at the present time. I have heard many people say that it is the fault of the unions. Let us look at something for which we can blame the unions.

It is my belief that we can blame the unions for the fact that, in our country, we have three classes of people—the rich, the middle and the poor. In most of the other countries of the world, there are two classes of people—the rich and the poor.

It is my belief that we can blame the unions for many good things that the working men and women are able to enjoy, including benefits, hospitalization, etc. Let us blame the unions for bettering the conditions of workers in our many industries. Let us blame the unions for the fact that there have been so few lives lost in labor-related accidents in the past 50 years.

Let us never blame the unions for the fact that people in other countries are not being paid a living wage. Let us rather ask, why it is that investors from the United States put money into industries in other countries and do not insist that the employees be paid a commensurate wage with employees in this country.

I believe that if there were no unions in our country, our miners would be working for 10 cents per hour, as they are working today in the country of Bolivia. I believe that if there were no unions in our country, our people would be working for the same wages as they are being paid in the Third World countries.

Don't let our investors in foreign countries decry the wages that are being paid to employees, but do all that they can to insist that the workers in other countries are paid as ours are.

—Father T. Shea

St. Margaret Mary Church

Problems in Montana Local

Dear TDU,

Local 190 in Billings, Montana doesn't let laid off drivers in to general union meetings if their dues aren't paid and also if they are laid off work with a withdrawal card.

Ryder/PIE has a master transfer pool for the change of operations, but will not consider the 22 drivers that are laid off with more seniority than other areas who are working with less seniority. Ryder/PIE doesn't intend to call laid off men for this change of

operations to dovetail in this move.

Unfortunately, drivers here don't seem very interested in their union and jobs, and don't attend monthly meetings. I don't know of any other TDU members in this area. Can you help me?

Fraternally,

A.D. Whitehouse
Local 190
Billings, Montana

CONVOY DISPATCH

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MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third-class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435

Charlie Brown, Local 585

Cliff Coonley, Local 600

Fran Griffith, Local 436

Bob Kinnunen, Local 705

Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557

Mike Johnston, Local 679

Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Victory for TDU on Legal Fees

Funds Get \$6.5 Million in Settlement

Trustees of the Central States Pension and Health and Welfare Funds are being forced to return \$6.5 million as a result of a settlement agreement with the U.S. Department of Labor, announced on May 5.

The consent agreement settles all outstanding lawsuits filed by the Labor Department against the **current** trustees of the Pension Fund. The settlement also represents a victory for TDU's efforts to force two employer trustees of the Fund to pay back some \$1.76 million in legal fees they collected from the Fund for their defense efforts during the Roy Williams conspiracy trial.

The money to be paid back by employer trustees Thomas O'Malley and Andrew Massa was the only part of the overall \$6.5 million settlement that did not involve a previously-filed lawsuit by the Labor Department.

Still outstanding are Labor Department lawsuits against the past trustees of the Fund for "imprudent loans." These include the Marshall v. Fitzsimmons suit which seeks to recover \$35 million from the former trustees (including Jackie Presser) for improprieties committed between the passage of ERISA in 1975 and the forced resignation of the Fund's trustees in 1977.

The settlement agreement announced on May 5 covers the following matters:

- \$1.779 million to the Health and

Welfare Fund as a result of an overpayment of service fees to Allen Dorfman-related businesses (Robbins and Dorfman cases).

- \$1.837 million to the Pension Fund as a result of illegal ownership and use of a jet aircraft (McDougall case).

- \$1.124 million to reimburse the Fund for improperly paid attorney's

fees (McDougall, Nellios, Robbins and other cases).

- \$1.76 million in legal fees to the Pension Fund from Massa and O'Malley for improperly received monies during the Williams trial.

TDU initiated actions against the legal fees payments in August 1982, when four TDU members—Local 20

member Konstantine Petros, Local 580 member Bob Steffensen, Local 600 member Cliff Coonley and Local 299 member Jim Carothers—wrote the Fund inquiring about the payments. After the conviction of the trustees, TDU attorney Arthur Fox moved toward legal action if the trustees did not take steps to recover this money.

Drawbacks in Settlement of Suit Over Pension "Hardship Cases"

The Central States Pension Fund has agreed to settle a seven-year old lawsuit and establish a \$140 million fund to extend coverage to employees who qualify as "hardship cases." The settlement will also bring some improvements in the fund's administration.

But there appear to be several very important drawbacks in the settlement, which must be approved by U.S. District Judge James B. Moran in Chicago following notification to all participants and beneficiaries in the fund.

The most important drawback is that settlement of this suit will cause the dismissal of the U.S. Labor Department's suit against the former trustees for squandering fund assets. Except for a \$4 million recovery from insurance carriers, the settlement will not result in any recovery of squandered

assets, and the Labor Department may oppose the settlement for this reason.

Settlement of the "hardship cases" suit would also make it impossible for any Teamster to sue the fund or its trustees for any past violations of the law. And it will make it much more difficult for fund participants to win lawsuits against the fund for wrongful denial of their pensions.

Participants and beneficiaries of the fund will have an opportunity to file

objections to the settlement because the suit stipulates that it will be legally binding on everyone. TDU will not take an official stand on the settlement until our lawyers have completed their analysis of the terms of the settlement.

But we are deeply troubled because the trustees have been let off the hook, and because the rights of members to remedy unanticipated violations of the law may be forever lost if the current settlement terms are approved.

Court Upholds BMCS Inaction On Hours-of-Service Regs

On April 26, 1983, the District of Columbia Court of Appeals ruled that the Bureau of Motor Carrier Safety (BMCS) did not violate the law when it failed to close loopholes in the hours of service regulation.

TDU/PROD initiated the lawsuit in an attempt to force BMCS to issue the regulations. The loopholes in the current regulation which PROD sought to close were those permitting companies 1) to require work without affording drivers an opportunity to sleep eight hours in a day; 2) to force an employee to drive after being at work in excess of fifteen hours; and, 3) to require drivers to sit by the phone for hours awaiting dispatches.

TDU members John Torbet and David Gaibis argued in the lawsuit that the fatigue caused by these insensitive employer policies is responsible for over 40% of the more than 5000 truck-related deaths on our nation's highways each year. This death rate makes truck driving one of the most dangerous occupations in the country. In refusing to issue the regulations,

BMCS caved in to the American Trucking Association's arguments that it would be "too costly" for the industry to provide these safety protections.

The Court of Appeals made it clear in its decision that even if it felt the BMCS inaction was unwise, the Court had little power to overrule the agency.

History has shown that the BMCS has limited authority, few resources, and obviously lacks the will to promote safety in the trucking industry.

Frank Greco, a safety activist, says that given the sad state of affairs of government regulations, it is up to the union to enforce the safety provision in the National Master Freight Agreement. He calls upon Jackie Presser to develop a full-time department which will make safety a priority in our union. Greco said that it's a disgrace that the biggest union in the country has only a part-time safety department to combat dangerous working conditions for its members and carnage on our highways.

Officials Back Firing, Oppose Safety Rights

In what might be one of the most shocking examples of "business unionism" ever, the Southern Conference of Teamsters is arguing in a U.S. Court of Appeals that an Atlanta Teamster was **properly fired** because he refused to drive an unsafe truck.

The Southern Conference entered its arguments in the case of Phil McArthur v. American Freight Systems. McArthur was fired in May, 1980 for refusing an unsafe truck, and then lost his grievance at the Southern Multi-State Grievance Committee.

McArthur then filed charges with the National Labor Relations Board, which ruled that the company had illegally discriminated against him for exercising his safety rights. The Board ordered him reinstated, but American Freight appealed the Board's decision.

Now the Southern Conference has intervened in McArthur's case in **support** of the company's position that the firing should be upheld. The Teamster officials are arguing that the NLRB should not get involved in cases already decided by the grievance committee. The Conference is also arguing that an individual truck driver's refusal to drive an unsafe truck should not be considered "concerted activity"

which is protected by the National Labor Relations Act.

Court to Hear Critical Case

The Southern Conference's action is not merely a disgusting example of the "what's good for the company is good for the members" mentality which is all too prevalent in our union. It could also damage labor's position in a very important truck safety case now before the U.S. Supreme Court.

This is the case of NLRB v. City Disposal Systems, which involves the firing of a Detroit garbage company Teamster for refusing to drive an unsafe truck.

TDU has always argued that because of the special conditions of trucking industry employees, the idea of "concerted" activity should include protection of truck drivers who refuse to drive unsafe trucks. Now the Supreme Court has agreed to decide this issue.

The AFL-CIO is expected to intervene on the side of the NLRB in the City Disposal case, supporting the arguments TDU has been making for years. Only the Southern Conference of Teamsters stands firmly on the side of the employers, arguing that the employees who file grievances over unsafe work conditions are really only concerned with their own interests.

CF's Con Game Undermines Contract

In a move that poses a grave threat to union strength in the trucking industry, the parent firm of Consolidated Freightways (CF) is opening up three non-union subsidiaries called the Con-Way Express Group. These companies will employ non-union owner-operators, and are supposedly designed to handle regional "industrial corridor" freight not now carried by CF's national hub network.

The Con-Way Express Group will have an Eastern unit, based in Rochester, N.Y.; a Central unit, based in Ann Arbor, Mich.; and a Western operation, based in Orange, Cal. (which is already in operation). The Express Group is a subsidiary of CF Land Services, which is owned by CF Land Transportation. CF Land Transportation, in turn, is a subsidiary of Consolidated Freightways, Inc. (CFI), the holding company which owns Consolidated Freightways.

CFI's move directly subverts Article 32 of the National Master Freight Agreement, which clearly prohibits "the establishment or continuation by (a) signator Employer of a transportation company or business which engages in the same type of operation covered by the NMFA." The company will probably claim that Con-Way is somehow a separate company from CF, but anyone can see through that ruse.

The union should move as quickly as possible to prevent CF from getting away with this tactic. An Article 32 grievance should be filed, expedited in five days to the National Grievance Committee under the provisions of Article 32, Section 4, and a strike threatened if Con-Way does not come into the union. CF is one of the two largest common carriers in the nation, and with other companies already engaged in similar maneuvers, nip-

ping this development in the bud is critical to saving the unionized segment of the industry.

Already some local unions are demanding action against Con-Way Express and other similar deals, such as the non-union, owner-operator LTL division of Leaseway, Leaseway Express. Cleveland Local 407 passed a resolution at its April meeting requesting that Gen. Pres. Jackie Presser make the Con-Way and Leaseway situations a top priority of his new administration.

Local 70 Pres. Chuck Mack has written to the International urging that CF be put on notice that "we do not intend to stand idly by and watch the work of our members diverted to these new non-union subsidiaries." Mack called for a special nationwide meeting of Teamster Locals to formulate a uniform strategy against CF if the protest fails to have an effect.

Shorthaul Dispatch Method

Con-Way Express apparently intends to employ the shorthaul dispatch method to provide overnight service within a limited geographical area. This service has been perfected, quite profitably, by Holland Motor Freight, in the upper Midwest.

Under this method, Holland loads all points direct from every terminal every night, thus avoiding time-consuming handling time at breakbulk terminals. Holland also was able to get exemption from union work rules designed to protect city jobs, so that their road drivers depart from the outer ends of the system each night and work toward the other end of the system peddling a series of "dark terminals." The road drivers personally unload shipments to and from that terminal. Con-Way will use the same approach, with non-union owner-

operators.

Tough to Organize

The use of owner-operators as "independent contractors" makes local level organizing almost impossible, since independent contractors may not join unions according to labor laws. The only way for the union to handle this threat is with determined action through the grievance procedure.

Even if Article 32 grievances for some reason don't succeed, pressure can still be exerted by deadlocking

Double-Breasting

How Article 32 Should Work

Article 32 of the National Master Freight Agreement contains language which could be used to prevent union carriers from starting up non-union divisions, if only the union would enforce it.

Here's how it works. Article 32, Section 1, states that the following practice is a violation of the contract: "The establishment or continuation of the signator employer of a transportation company or business which engages in the same type of operation covered by this NMFA, which company or business is owned or controlled by the signator employer."

Setting up a holding company or changing the name of the employer, is an obvious subterfuge which the union reps on the grievance panels shouldn't fall for.

Further, Article 32, Section 4 states that upon filing a grievance under this Article, the parties shall proceed to the final step of the procedure within five (5) working days. And...Article 8 grants the union the right to strike over any grievance deadlocked at the final step.

Thus if the International wants to

grievances against Consolidated's unionized divisions. The ultimate recourse is still a legal strike under the Master Freight Agreement. CF would certainly give in rather than face a nationwide strike while its competitors rolled down the highway.

The trend toward non-union divisions stealing the work of union members is a growing one and it must be stopped. Rank and file members should pressure the International and Local officials to do what's necessary to save the members' jobs.

take decisive action to stop CF, Leaseway and other carriers from setting up non-union divisions, the tools are available.

Roy Williams acknowledged this in a letter to all freight local unions dated September 13, 1982, dealing with Leaseway Express and pointing out that it is in violation of Article 32. The letter also states that Leaseway's operations are in violation of Article 1, Section 3, relating to successors and assigns; Article 2, Section 3(b) relating to transfer rights; Article 3, Section 1(a), relating to recognition; and Article 8, Section 6, relating to changes of operations.

The Williams letter advises locals to file grievances against these subterfuge operations. "All grievances should contain as much detail as possible, especially with reference to the diversion of freight covered by the freight agreement," the letter states.

Grievances should indeed be filed, citing the above contract provisions. They should also reference Article 32, Section 4, which provides for quick, five-day handling of such grievances.

Presser Reported Ready To Re-Open Contract

As we go to press, a meeting of the Teamsters National Negotiating Committee is just days away, set for June 13 in Chicago. The purpose is to conclude a 'truck load rider' to the national master freight agreement.

Many Local union officers have reported that the contract will be reopened, and rumors are everywhere. But we know of no definite information at present on what Jackie Presser is planning.

For the employers' part, they can barely hide their glee at Presser's appointment, for last year he attempted to lower wages of all Teamster drivers in Ohio.

Since much of the truckload freight is hauled non-union, the idea is to lower union standards to a rate that is competitive with non-union rates, thus gaining union jobs. This method has been used for years, to gradually expand Special Commodity contracts, to lower percentage rates and consistently allow

poorer contracts in this field.

The result has been not more union work, but less, and the union has weakened itself.

For instance, the once overwhelmingly-unionized steelhaul industry has virtually been abandoned by the International.

We would hope that no more concessions would be granted, unless the union clearly gets something in return that would guarantee Teamster jobs at union wages. The concessions of 1982 in the trucking contracts have not produced jobs. The one thing we supposedly got was protection against 'double-breasted,' non-union operations. But Consolidated Freightways disproved that when they opened a non-union operation last month.

With the NMFA and other major contracts splintering, a top priority should be to rebuild a national contract—one that is enforceable and uniform—with an organizing drive to strengthen it.

TDU Protects Rights at CF

On July 20, 1982, Consolidated Freightways in Pocono Summit, Pa. issued a memorandum stating that as of that date "reading material, newspapers, magazines, etc. are not to be brought into the terminal." According to CF, employees were overstaying their time in the latrines and reading material was the culprit.

James Allen, realizing this was a violation of his rights as a TDU member, contacted CF management to discuss the problem. Allen warned that charges would be filed unless **Convoy** was allowed to be distributed. The company agreed that distributing **Convoy** was a protected activity, but twisted the law by stating that only one **Convoy** could be brought in the terminal for each bulletin board.

Late in the year, the Eastern Pa. chapter of TDU formally charged CF with violating Section 8 of the Wagner Act. Depositions were taken and the Philadelphia branch of the NLRB took the case. A hearing before an administrative Law Judge was set for early May, 1983.

Before the scheduled hearing, CF tried to cut a deal with the TDU chapter but it was rejected. Only after CF agreed to withdraw their original



Jim Allen, left, and Tom O'Keefe, TDU activists at CF in Pocono, Pa.

directive and allow reading material to be distributed in non-work areas at non-work times was the charge dropped.

By sticking to their principles and not compromising with CF, the Eastern Pa. chapter of TDU has won an important victory for all Teamsters in Local 229.

—Eastern Pa. TDU Chapter

No Freeze on '82 Wages for Big R Execs

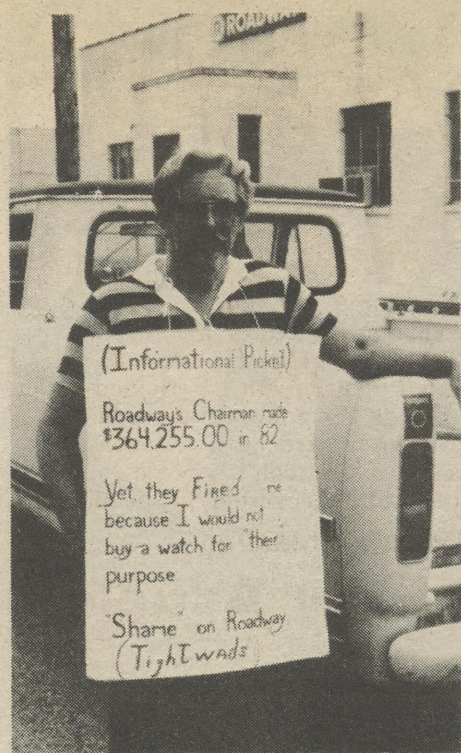
While Roadway Express employees across the country were enduring a wage freeze in 1982, top management was making out fine. Charles F. Zodrow, a director and Chairman of the Board, took home \$364,255 in salaries, incentive compensation and director's fees. In addition, he received another \$160,155 in stock options, insurance benefits and other bonuses for a total of \$524,410. (That's almost as much as Jackie Presser is likely to make in 1983!)

Local 171 member Earl Bowyer, who works in Roadway's Roanoke terminal, brought out this fact in an informational picket line he held with a fellow Roadway employee on April 21. Bowyer wanted to show his anger at the fact that Roadway fired him (later reduced to a suspension) because he would not buy a watch in order to fill out his logs. He figured that if Roadway could afford \$500,000 plus for Zodrow's payment, it could certainly afford a watch for him.

Roadway then turned around and issued a warning letter against Bowyer for holding an informational picket line. This was a clear violation of Bowyer's rights under the National Labor Relations Act, and Bowyer intends to file Labor Board charges against the company for this harassment.

Zodrow wasn't the only fat cat on Roadway's gravy train in 1982. Richard Hoss, a director and President of the company, made \$478,672 in total salary, benefits, stocks and other compensation. J.P. Delaney, recent star of Roadway's new movie on productivity and Vice President in charge of operations, made a total of \$291,489. In all, the 27 Roadway Directors and Officers as a group, including the three named here, made \$5,166,799 in total compensation in 1982. Not bad for a recession year, eh?

All these figures come from Roadway's notice of its annual stockholders meeting, which was provided to TDU



Local 171 member Earl Bowyer on informational picket outside Roadway's terminal in Roanoke, Va.

by Brother Bowyer. Next time you hear someone complaining about overpaid truck drivers, just show them the facts...

Blackmail in Twin Cities

In mid-May, the Big R struck another blow to the International Brotherhood of Teamsters at their Minneapolis-St. Paul terminal.

Through their intimidating threats to close their terminal here the employees of Roadway Express Local 120 were finally forced to consent to a split work week, a condition in direct violation of the Minnesota Rider to the national freight agreement.

We voted down the split week by a 50-10 margin on Sunday, May 8. Within days, rumors were spreading that the terminal would be closed. Roadway wants the split work week so it can operate a breakbulk operation here serving the Dakotas, Wisconsin and Minnesota.

By the following Friday, May 13, the men had given in to the split work week.

Company Must Provide Grievance-Related Info

In processing a grievance, a union has a **legal right** guaranteed by federal law to compel the employer to produce records and documents necessary for the processing of the grievance. The grievances filed at numerous Roadway terminals nationwide against the use of production standards for disciplinary purposes raises this issue.

In the **Labor Guide to Labor Law**, law professor Bruce Feldacker explains the union's right to obtain information relevant to the processing of a grievance:

"Unions have a broad right to information relevant to the negotiation and administration of the collective bargaining agreement...The union is entitled to information needed to evaluate and process a grievance through the grievance procedure to arbitration...If the union believes a contractual provision has been violated, such as improper work assignments or overtime distribution, it can request information and inspect com-

pany records to check out the matter. If there is a dispute as to production line speed, the union is entitled to the company's time-study data, and may even make its own time study. If an employee is discharged, the union can request information about the basis of the discharge and the evidence supporting it," (p. 133, Reston Publishing co., 1980).

If the company refuses to provide this information, it is a violation of Section 8(a)(5) of the National Labor Relations Act, enforced by the NLRB. This is the clause which requires the company to bargain with the union over working conditions. Local unions that are not knowledgeable in this important right should get familiar with it.

Key to Productivity Grievance

The duty of the company to provide adequate information to process a grievance is key to the grievance on production standards at Roadway.

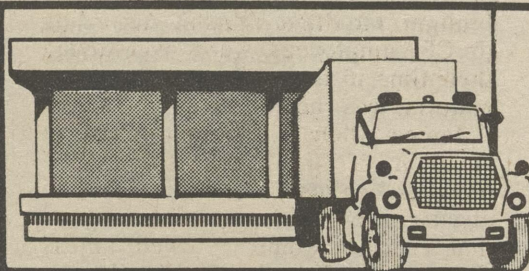
Local unions must press Roadway to come forward with records of production, rankings, counselling records, correlations of production rankings to discipline. These records clearly exist, based on the documents already obtained. Yet some locals drag their feet on even **asking** Roadway to produce needed documents for the important grievances.

In one case, the grievance filed in Orange, Cal. Local 952, the panel refused to consider it because no specific instance of discipline was cited. TDU believes this is a bogus excuse, because grievances over contract interpretation are permitted under Article 8, Section 1.

But to avoid this problem, you can cite specific examples of discipline which you suspect are related to production standards. Then demand to see all documents related to the discipline, including all documents about production, in accordance with your legal rights cited above.

—Roger Van Beek
St. Paul Local 120

Freight Lines



Concessions Stopped at Willett Again. Workers at Willett Transportation, a major Chicago piggyback outfit in Local 705, have beaten back yet another concessions drive by the company. The latest episode in a fight that began over a year ago started on the Thursday before Memorial Day, when the company announced pay would be cut to \$11.00 an hour from \$12.96. The cut was scheduled to go into effect on June 1, but Willett claimed pay checks had mistakenly been written with the pay cut in effect, and additional checks were made out to cover the difference.

A vote was scheduled by Local 705 and management for Tuesday, May 31. At the meeting, Local 705 Rec. Sec. and BA Dan Ligurotis pushed for a secret ballot. But the men, 45 of whom had met earlier that morning to prepare for the meeting, demanded a standing vote. The result: 140 to 20 against the concessions.

TDU activist Bob Reilly said, "We've seen places where guys have given up this or given up that and a year later they went out of business anyway. If they're going to go bottom up they're not going to go bottom up with our money!" But Reilly also warned that the company is likely to come back for another secret ballot vote in a few months and the men have to be prepared.

Hands Off, Danny Spurr. TDU members on the McLean dock in Chicago, who are members of Local 710, report that a 705 steward named Danny Spurr is throwing their TDU literature into the garbage. They say the literature is being distributed in non-work areas at non-work times. If Mr. Spurr doesn't like what it says, he doesn't have to read it, but he shouldn't infringe on the rights of the other Teamsters at McLean.

More on the COLA Diversion. The Chicago Truck Drivers Union (Independent) announced in mid-April that the Cost-of-Living adjustment for employees of the Jewel Food stores will be allocated as follows: 13c to the health and welfare plan, 20c to the straight time hourly wage rates. We present this information just to raise the question once again: how did it happen that most of the health and welfare funds around the country needed **exactly 33c** to offset the costs of maintaining benefits? Not a penny more and not a penny less. Did they really do any calculations? As we reported last month, Local 177 in N.J. forced UPS to present calculations and discovered that only 19c was needed, with 14c going to the pension fund. It's a fishy business, and it seems that the International hasn't really done the homework needed to justify the total loss of the COLA increase.

Complaint Issued Against Roadway Express in Toledo. The NLRB has issued a complaint against Roadway Express for discrimination, coercion and retaliation against Konstantine Petros, a TDU Toledo dock worker. Petros was fired on September 16, 1982 shortly after he helped organize a drive in an attempt to defeat the flexible work week. Petros succeeded through the grievance procedure in being reinstated but without back pay. An Administrative Law Judge hearing on the complaint is scheduled for September 15, 1983.

Leaseway: Teamster Employer Of the Future

(continued from page 1)

a specialized LTL carrier targeting profitable freight lanes among such cities as Cleveland, St. Louis, Houston, and a dozen other major markets in the East, Midwest and South. It is slated to **double** in 1983, and to add a dozen new cities to its network. And this fastest growing Leaseway subsidiary is **100% non-union**.

Corporate profits for 1982 were **\$37.9 million** before taxes, \$26.4 million net profits after taxes, putting it near the top in terms of profits as well as revenues, in a bad recession year (especially in the automobile industry, a big part of Leaseway's operation). Leaseway's **Annual Report** states that the corporation is excellently positioned for expansion and profitability.

The Board of Directors of Leaseway reads like a Who's Who of corporate America. Its directors also serve on the boards of corporations like Ohio Bell, Cleveland Cliff Iron Co., National City Corp., Republic Steel, Western Union, Caterpillar, Cleveland Electric Illuminating, Toro Company, Sears Roebuck, Firestone Tire and Rubber, Bank One of Northeastern Ohio, and several others.

Leaseway is traded on the stock exchange, and dividends paid in 1982 (\$1.50 per share) were up despite the recession. A large percentage of the company's stock, over 25%, is held by the O'Neill family, whose investment is in the range of \$100 million.

Profit and stock figures do not include salaries and bonuses paid to top executives, which totals well into the millions, over \$3 million to Directors alone in 1982. Robert A. Burgin, who retired as Chairman in 1982, was paid \$442,457 annually in salary and personal benefits, and additionally \$595,000 in bonuses during 1978-1982.

2. Leaseway and the Union.

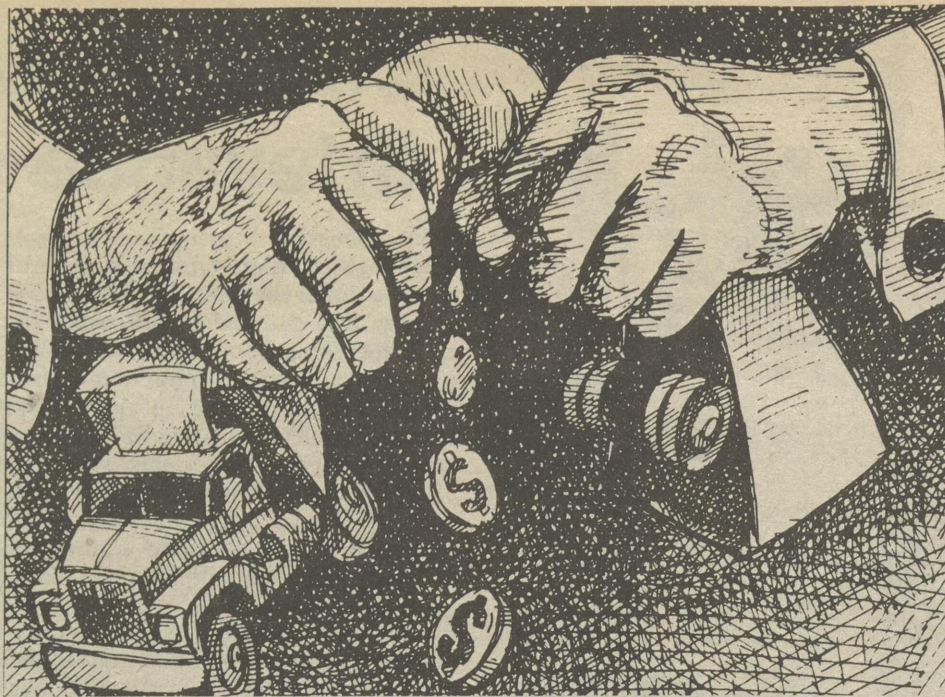
Many of Leaseway's subsidiaries operate at full union scale as legitimate union carriers. But increasingly, Leaseway is taking a hard line, even anti-union, approach to its labor relations. Major Leaseway outfits, like **Anchor Motor Freight**, and smaller ones, like furniture hauling companies in New York City, are taking a hard bargaining stand.

Even more importantly, Leaseway has become a leader in recent years among corporations aiming to **roll back** and **bust** major Teamster contracts. Leaseway is also using its conglomerate structure to pioneer new anti-union techniques.

Signal Delivery

Signal Delivery is the largest single Leaseway subsidiary and is the nation's largest contract carrier. Highly profitable, Signal's biggest accounts are Sears Roebuck and Whirlpool, with Sears having 20% financial interest in Signal.

On April 28, 1983, Signal Delivery



A LEASEWAY FULL-PAGE AD in the Wall Street Journal informs shippers that Leaseway can help them "squeeze the dollars" out of their shipping costs. The company presents itself as an "established, billion-dollar company committed to applying state-of-the-art distribution technology."

drivers in **Chicago** got a letter from Local 710 VP Frank Wsol stating that the company and "the members" had approached him to negotiate a "rider" which would have slashed wages down to \$9.00 an hour (\$7.00 for new hires) and 22c a mile (16c for new hires) for every employee below number 104 on the seniority list.

Fortunately, the employees' unity smashed the sellout by a vote of 48-3 (the union denied the top 104 seniority workers the right to vote!).

Chicago is not alone. Signal employees in **Evansville, Ind.** have been battling major concessions for the past three months. The company has imposed substandard rates on certain hauls, without union consent, and the men have fought back by organizing, obtaining legal help, filing an NLRB charge, and successfully getting their Local Union 215 to at least take their side in the dispute.

Meanwhile, however, Signal is diverting some work to a new domicile in **Newport, Minn.**, where a substandard deal reportedly has people working for as low as 18c a mile.

These tricks are not new. In **Ohio**, last year Signal opened up a dummy board and got a contract signed with **Mansfield Local 40** at a very substandard wages and conditions. This has been used to undercut the union conditions at the boards in **Local 413 in Columbus** and **Local 20 in Toledo**, as well as all other Signal drivers who haul out of Whirlpool plants all over the Midwest. Drivers have taken legal action here also, and at least on some issues the NLRB did issue a charge against Signal.

"Competition" Against Itself

Another tactic to watch out for is when Leaseway tries to play off one subsidiary against another. With 146 subsidiaries, it's often relatively easy for one carrier to be used to bust the contract of another.

Take the tragic example of **Pep Lines** in Michigan. Twenty Teamsters just lost their jobs there due to the following trick. **Pep Lines** had contracts with Locals 299 and 337 which expired in April, 1982. The company waited a year, then shifted the work to two other subsidiaries, **Dedicated Freight West**, which is non-union, and **Custom Deliveries**. Pep Lines already

had substandard wages, so concessions were no help in preventing this job-switch tactic.

Pleading Poverty

Another tactic, related to the phony competition, is pretending that each Leaseway subsidiary is actually a tiny company. Take the example of **Dedicated Freight Systems** in Cleveland (a separate subsidiary from DFS-West), where they haul parts for Ford. They demanded a substandard "relief" contract below the NMFA. Imagine Roadway, CF or Yellow trying to pass themselves as small, struggling companies in need of relief! Leaseway is as big as they are, but divide it up 146 ways and it can pretend it's too small to make it. In the end Dedicated in Cleveland did come up to full union scale, although there was a six-month catch-up period.

Many Leaseway Teamsters at these smaller companies fear that Leaseway will not hesitate to shut them down.

The International Union could help greatly in two ways: one, obtaining information so that members would know the true picture of Leaseway's relation with its customers/shippers, and two, the International needs to provide unified national clout in bargaining. That way, if Leaseway goes after one small group of Teamsters, pressure can be brought to bear by the overall strength of the union.

3. The Presser Connection.

Leaseway headquarters must have been the scene of a celebration when Jackie Presser was named IBT President in April. Presser has a long record of accommodating to the needs of Leaseway at the expense of Teamster employees. For example:

- Presser's Ohio Conference gave Leaseway the sweetheart tanker deal in 1982 and again in 1983 (in 1983 the Ohio members voted 3-1 against it). In the first round, Leaseway company officials even came right into some of the union meetings to run them. Presser and Leaseway are both defendants in a lawsuit involving these deals filed by TDU and others.

- Presser's Ohio Conference also provided a safe haven for the deal cut with Signal Delivery, mentioned a-

bove. This deal undercut Signal Drivers throughout the Midwest.

- Presser's own **Local 507** has a substandard deal with **Custom Deliveries**, a Leaseway subsidiary which delivers Chrysler Mo-Par products out of their warehouse near Cleveland. The operation is like that of Dedicated Freight (mentioned above) which hauls for Ford, but Dedicated's employees are in Local 407 and work at full NMFA scale. But Custom's employees in Local 507 work under a lower white paper contract, undercutting union standards.

- Presser admits to being a long-time family friend of at least one member of the Board of Leaseway. He even saw no conflict of interest in 1975 when he opened a liquor business with Robert Moss, a Vice-President of Leaseway, as his partner!

It does not appear that we can expect Jackie Presser to take the lead in combatting the special problems for our union created by a new kind of conglomerate employer like Leaseway.

4. Union Busting.

By far the biggest challenge to our union by Leaseway has been the opening of a major LTL carrier, Leaseway Express (with Midwestern Distribution doing its line haul) on a non-union basis, in June 1982.

After one year of operation, no union response is apparent. Roy Williams did send a letter to all locals on September 13, 1982, informing them of the problem. The letter stated that Leaseway Express was a "double-breasted" operation (non-union division of a company), and that grievances should be filed, especially under Article 32 of the National Master Freight Agreement. Article 32 has clear language prohibiting signatory employers from starting non-union operations in the trucking industry.

Unfortunately this language has not been enforced, against Leaseway or any other company, and Leaseway continues to expand steadily. This is undermining union standards in the heart of the trucking industry, LTL.

Our union is behind the times in dealing with this conglomerate. As a result, Leaseway is getting away with more and more. First hard-nosed bargaining, then concessions, then tricks, then busting out of the union altogether. Where will it end?

What is needed is an overall union strategy to match the corporations. Locals cannot deal with Leaseway in isolation. A Leaseway Council of Local Union agents and stewards would be a real positive step forward, to begin sharing information on successes and failures and developing unified tactics. Another way to improve communication would be with a national newsletter providing information to Leaseway rank and filers in different industries. An even more important goal would be to develop unified contracts for Leaseway Teamsters employed by subsidiaries in related industries. This would greatly enhance the union's bargaining power.

These are the kind of obvious steps which are needed, but unfortunately do not seem to be forthcoming from the International Union. It will instead have to come from the rank and file and the Local Unions. Teamsters employed at Leaseway companies interested in doing something positive should contact TDU right away.

The Steward's Corner—Please Post Building Unity On the Job

Most of us have noticed that some barns, shops and departments seem to "stick together" better than others. People back each other instead of snitching to management on each other. They are "union people" instead of "company people."

Generally the payoff is that these shops have better conditions, better past practices, and people just feel better about where they work. More dignity, and less friction with their fellow workers.

Sometimes two barns right next door will be as different as night and day. How does one shop do better? Is it just "luck?" Or can good, well-informed stewards and active union members, with a concerted effort, build unity and union strength in a shop? That's the 64 dollar question.

Management's Approach

Management definitely believes they can, through a concerted program, break down shop unity and control the union members. They do not believe it is just "luck."

For example, United Parcel Service has a 65 page book for management entitled "Spheres of Influence". It is a guide to controlling employees by studying their cliques, their informal leaders, identifying the weak union members and the links of communication that exists inside the shop.

In this detailed guide, management is told to make a chart involving each and every union employee. An "Influence Worksheet" charts the employees who have influence over little groups of co-workers. They chart who influences who. And they chart the "antagonists." They note who communicates with drivers from other barns. The end result of the management course is a chart with sets of concentric circles, pinpointing each "Informal Group Leader" and charting each worker's place in the social network.

This, of course, is just a small part of a larger employer program. They use this as the basis, for example, for getting lousy contracts passed. They have follow-up courses on "Positive Contacts" to use the Informal Group structure. Supervisors are instructed how to "neutralize negative employees" (all quotes from UPS management documents obtained by TDU). Two full years before the contract expires, UPS has already sent out instructions to management personnel to begin the process, with a breakdown on how the employees voted on the last contract, etc.

Union Non-existent

Management is not leaving control of the shop floor to luck. They believe by controlling the Informal Work Groups, the friendship circles, by breaking down the union members and by reinforcing the company favorites, they can strengthen their hand in contracts and grievances.

What is our union doing to counter this? Chances are, in most areas, your answer is "nothing." Of course, your employer may not be as well organized in mind-control as United Parcel Service, which employs some 90,000 Teamsters. But increasingly, more employers are moving this way, and our union is losing ground. For example, most Teamster locals with UPS members are not even familiar with the management programs described above. They are behind the times.

A Positive Union Alternative

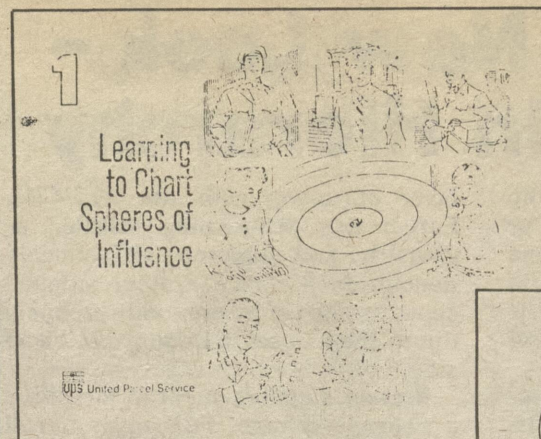
As union stewards and active members, there is a lot for us to learn from management. Stewards and good unionists are not just grievance-handlers or shop-lawyers. They are also unifiers, communicators, educators and organizers. These are vital parts of our job.

Unity.

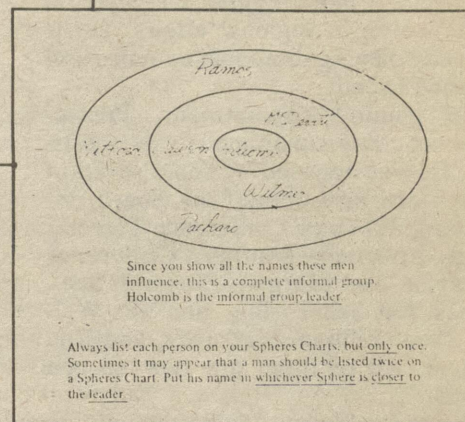
Almost all shops of any size have cliques and friendship circles. We often hear someone say "my steward just takes care of his friends." Obviously the speaker is not one of them, and feels unrepresented.

A steward needs to reach out, to realize who are the informal leaders at work. Who goes to lunch with who, who goes bowling together? Who is respected by some grouping of workers? A steward needs to win over and bring together the various groupings, often by building a relationship with an informal leader of each group.

Special attention needs to be paid to such possible divisions as young and old, black and white, men and women, inside workers and drivers, dayshift and nightshift. A steward or rank and file activist should work to build unity among these groups, based on mutual respect. A steward loses the freedom to criticize everyone he or she doesn't like, but instead must be conscious of what can bring people together.



These samples of a 65 page UPS training manual for supervisors show that management understands the power and importance of shop floor organization. They train supervisors to break down our power. Union members have to learn how to build our power.



Communication.

A unifying factor is communication. Sometimes we see stewards hoard knowledge. "Knowledge is power", so the steward holds onto his power. Unfortunately he sacrifices unity and union strength in the process.

A steward should consult various people on different shifts, departments, cliques, etc. Keep them informed on grievances. Seek them out after union meetings to let them know what happened (if they didn't attend) and to say that you wish they had been there. Listen to their opinions and show respect even if you disagree with them. Be open and above-board and you build respect.

Be honest about grievances. Don't lead people on. Keep them informed of the various steps. Let them know what you think are the strengths and weaknesses of a grievance. What witnesses could help, and how can we get their help? Don't wait for people to come to you. Anticipate problems, keep your ear to the ground.

Education.

This is an extension of communication. In a large shop, newsletters can be used for both. Distribute literature like the **Convoy-Dispatch**, and make educational materials (available from TDU and other sources) available to members. Let them know how the grievance procedure works. Encourage them to attend. Make sure these

kinds of efforts are not just for your friends, but that you reach different groups in the shop.

New members need special attention. Welcome them. Get them a copy of the contract and the bylaws. Make yourself available if they have problems.

Organization.

There are many ways to get a shop better organized. Some of the above are good first steps. Others include:

- shop committees, stewards' committees, or TDU committees
- shop meetings or informal breakfasts
- bowling or softball teams
- social events like picnics, involving families
- relief or sick funds
- defense funds or firing funds

These are some examples of ways to get better organized, to build unity, to spread information, and to get to know each other's families. Sometimes management tries some of the same things to build loyalty to management's word or to undercut the union.

About now, some readers are saying "it sounds good, but would never work with those people I work with." This is defeatism and too many union officials are pushing it too. It may not be easy, but it can be done. It is being done, right now, by many good active Teamsters. It just might be worth a try. Remember, it's a long-term approach.

A Bribe by Any Other Name...

Frederic Andre thinks bribes by trucking employers are just another form of discounting and that convicted murderers should be allowed to run trucking companies from prison.

These opinions would be a matter of little concern, except that Mr. Andre just happens to be a member of the Interstate Commerce Commission, which is charged with the responsibility of overseeing the trucking industry. And you were wondering why the industry was so screwed up...

Mr. Andre's opinions were recently reported in several major

newspapers. Here's an example of the discussion he had with several other commissioners about bribes:

Mr. Andre: "Bribes among principals are probably one of the clearest instances of the free market at work."

Commissioner Taylor: "Well I can't agree with you about that."

Mr. Andre: "Well, they are just discounts."

Commissioner Sterret: "A bribe as opposed to a rebate?"

Mr. Andre: "Well, a bribe is a rebate, is it not?"

Here's yet another bit of Mr. Andre's wisdom: "I think murder-

ers in jails, there's no reason why—if the general cultural laws of this country permit them to run trucking companies—they are in jail because they are a physical danger to other people but that does not mean their mind is utterly corrupt as far as running surface transportation business is concerned."

Other commissioners claimed the discussions in which Mr. Andre made these comments were not serious, nor did they represent the views of the commission as a whole. Still, is this the kind of person you want overseeing our livelihood?

Presser's New Look - Changes in Hierarchy

Jackie Presser is going to be different than either Roy Williams or Frank Fitzsimmons in at least one respect: a more aggressive style in intervening in regional affairs. He is already moving to punish enemies and reward friends.

In gaining appointment, Presser was not chosen unanimously as reported. He was opposed by some seven of seventeen members of the Board, including Western Conference Director Andy Anderson, Southern Conference Director Joe Morgan, General Sec.-Treas. Ray Schoessling, and VPs Walter Shea, William McCarthy, and Don Peters. All of them are now on the "outs."

Anderson is slated to be removed as Director of the West, and apparently some of his supporters also, including Jack Crotty (retiring), George French and Gene Shepherd. Many members are happy with the idea that Shepherd may depart, since he has been responsible for so many pro-employer deals. Either Arnie Weinmeister of Seattle or Jesse Carr of Alaska will get the Director job.

In the Central Conference, Jack Yager is out of power, and Bobby Holmes has been appointed Conference Director. Holmes helped Presser get his job.

Presser Meets the Senators

On June 7, Presser addressed the Senate Labor Committee and tried to present a "clean" image there, as a man who will write a "new chapter" in Teamster history. He reversed the IBT stand and endorsed (although with serious reservations) Senate Bill 336, the Labor Management Racketeering Act, which TDU earlier testified in

favor of, along with the AFL-CIO. Earlier Ray Schoessling testified against it, and numerous IBT officials denounced it. Since Presser stopped short, some of them will probably injure their noses bumping his backside.

Presser's endorsement of the bill is a welcome change. TDU plans to call for one crucial further change in the law, to provide for a **right to vote** by all union members on their International officers.

Presser also frankly admitted to the Senators to his numerous lavish pension plans, severance plans and salaries. He reported his current salary at \$548,000 per year, slightly under our own estimate (see page 1).

Presser resorted to a few fibs to the Senators as well. Armed with, among other things, TDU's Special Report of last month, he was asked about things like the loan from our pension fund that was defaulted on, involving the Cleveland Eastgate Coliseum. He denied any connection, but unfortunately for him it is a matter of public record.

He also denied that there ever have been "ghost employees" (friends who collect salaries but do no work) in his Local 507. But one of them, Jack Nardi, pleaded guilty two months ago to being a "ghost" for six years! Maybe Jackie will claim Nardi lied when he pleaded guilty, just to get free room and board in a federal penitentiary.

Presser looks likely to be a more active and aggressive president than we have had for some time. It could be to our benefit, but his record makes it more likely it will be for **his** benefit.

\$1000 Reward

This poster appeared around Cleveland (including inside the lockers at one UPS building) after May 1. It is a forgery, one of a long series of bogus materials, this one claiming that TDU is "fighting for communism." Needless to say, no such event occurred.

It is no coincidence that so many of the phoney materials and forgeries come out of Cleveland and are found inside Presser's Joint Council building. Presser is also using his "Blast" squad to produce bogus materials, and "Blast" was recently dispatched from Cleveland to visit Michigan to try to help Bobby Holmes.

\$1000 Reward

We would like to know who is responsible this forgery. Therefore, the TDU Steering Committee has offered a \$1000 reward, to be paid from any successful court judgement or award, for evidence which conclusively identifies the principle party responsible for the drafting, production and distribution of this bogus material. Contact TDU.

Meanwhile, when you see these

phoneys, "Blast" materials, "US Labor Party" materials, consider the source.

MARCH ON

MAY DAY

FIGHT FOR COMMUNISM
Sponsored by TDU

FORGERY

Saturday
April 30, 1983
CLEVELAND
Assemble 12 Noon
Public Square

END CAPITALIST OPPRESSION!
SUPPORT WORKER CONTROL
SMASH IMPERIALISM!

Detroit TDU — (313) 842-2600
Cleveland TDU — (216) 791-9456

Do you have plans for the weekend of October 15-16, 1983?

If you care about our union, you should.

The Eighth Annual Rank & File Convention.
The Airport Hilton, Detroit, Michigan.

Start planning now.

To Stop Runaway Shops

New Tactics Needed

By Emil Abate
Local 853, Oakland, Cal.

Consumers Distributing (CD) warehouse in Hayward, Cal. employs 120 workers from Teamsters Local 853. On March 10 it announced it was planning to move its operation to Nevada, stating that its lease on the building was expiring and that it needed room to expand.

Local 853 presented its plan to the employees. A letter was sent to Consumers asking numerous questions and requesting negotiations. Letters were also sent to elected officials to keep the warehouse in California. The union's attorney would research a possible lawsuit. Some workers suggested a boycott campaign and the Local also considered that possibility.

One month later CD made it clear to the city of Hayward that it was moving no matter what was done to entice it to stay. Negotiations with Local 853 were begun over transfer rights and other

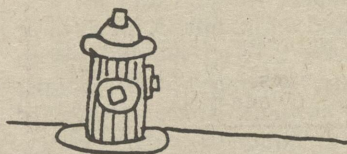
benefits but then broke down.

Local 853 resorted to legal maneuvers and filed Unfair Labor Practices charges on the grounds that CD was moving solely to get out of the union contract.

The state of Nevada has become to California what the South is to the Midwest and Northeast: a haven of cheap labor, cheap land and right to work laws. Many plants and warehouses have moved from California to Nevada.

The response to this problem cries out for a political strategy as well as a national strategy from the Teamsters Union. Politically the labor movement must fight against right-to-work laws and in favor of plant closure legislation. The IBT needs an organizing strategy to chase after runaway shops.

Short of that Local 853 could have mounted a boycott campaign immediately after Consumers announced the move. Although it threatened to do so, an actual boycott campaign might have forced more out of CD.



Dog on the Curb Interviews

The Brown Dog News is a more or less monthly paper by and for rank and file Teamsters working at UPS. It is published under the auspices of the Joint Council 7 UPS Stewards Council.

Brown Dog News refers to UPS workers as dogs. Take no offense.

Recently, BD asked several dogs how they were preparing for the contract negotiations and probable strike of May 1985:

Preloader, Peninsula: I'm hoping that I can find a million dollars and can quit UPS and even quit school. But that's not gonna happen so I'm actually putting twenty a week in a savings account just in case we do have to strike. Twenty dollars does not seem like a lot, I guess. I spend that much just on baseball tickets on the weekend. But I figure it will be over two thousand dollars when a strike rolls around. Not a lot, but enough to keep me going awhile.

Driver, East Bay: I know they're going

to force us to strike over this Health and Welfare thing next time. I don't want to but I will if they are real creeps about it. I was putting all my money in my IRA but now I've started a separate account just for this whole thing.

Note: The Northern California Package Rider has a maintenance of benefits clause on Health and Welfare coverage. If there is an increase in health costs to maintain the same level of benefits, UPS is required to pay in this rider.

BD hopes everyone is ready if (or, more probably, when) the time comes. With only 104 weeks left to go please think about whether we want to negotiate from strength or whether we take what they give us because we are scared to lose the money. Be prepared to strike by saving some now!

This article was taken from The Brown Dog News, Vol. 2, #4, May 1983.

For a year's subscription, send \$3.00 to:

Brown Dog News
P.O. Box 3567
Berkeley, CA 94703

Hub

News of UPS Workers

UPS

Senior Part-timers in Local 384 Win Small Victory. UPS was getting around giving the hourlies with the most seniority the most time worked by switching junior people (\$8 and \$9 an hour) to job assignments that carry more hours and then claiming that this was their job assignment. For example: The pick-off person starts 15 minutes before a loader. More senior hourlies are moved to loader positions from the pick-off jobs and the junior people are given the pick-off jobs. Net result: senior higher paid hourlies lose 15 minutes a night. This was fairly widespread in the Hub until recently when a grievance was filed and the company agreed verbally that extra work beyond job assignments would go to the most senior people. Now the senior people are getting the extra work at the end of the shift.

Supervisors Working. Under some contracts UPS has a free period beginning June 1 which means they can work someone without being obligated to hire them. Therefore, in April and May, when UPS needs extra help, they just use supervisors, understanding that they may have to pay if grievances are filed.

In Boulder, Colorado, 36 drivers won two hours pay for supervisors working. In another Center in the same local, Local 435, grievances were recently won for approximately \$6,000 for supervisors working during Christmas.

In Local 315 in Northern California, many grievances have been filed for supervisors working.

Don't let UPS get by with this most basic violation of the contract, even if it's just for one hour's pay. It adds up and only by constant vigilance on our part will UPS cease this practice.

Bay Area Stewards Council Gets Cooperation on Driver Release (DR). Representatives of Joint Council 7 Stewards Council met with officers of several locals in the Bay Area to deliver petitions of concern on DR and to express their dismay at the introduction of DR. The officers and stewards agreed that driver release should be a negotiable issue and that UPS should cease the implementation of DR until management and the union have worked out an agreement acceptable to both sides.

The following are conditions that the union would negotiate for: 1) Boundaries would be outlined by UPS and presented to the union. If changes need to be made, UPS would notify the union. 2) When a Center goes into DR, the union and each employee will get copies of DR procedures. 3) If any problems with DR arise, the program must be stopped and the union and management shall meet. 4) Employees may not be disciplined for loss of packages under DR.

Steward Reinstated in Augusta, Georgia. Ronnie Mullis (16 yrs. a package driver) was the steward at UPS in Augusta, Local 728. A BA from his local told him they were going to remove him as steward because the union objected to his affiliation with TDU. A steward's election was scheduled for the next week which would make a recommendation to the local for their approval. Everyone signed a petition giving Ronnie a vote of confidence. The BA had a change of heart and Ronnie was reinstated a week later.

Correction. In the May issue we reported that Lisa Stone received \$60,888 for dog bites she received while attempting to deliver packages. We incorrectly reported that UPS paid the award. Actually, the dog's owner paid.

Pushed to the Limit

Norm Chapman, a package car driver in Portland, Maine, had been having problems—like a back problem that kept him out of work for five weeks. But his biggest problem was constant harassment from UPS. Naturally, UPS didn't care about his human condition. They rode with him all week.

On Wednesday, June 1, he was pushed to his limit. Two management people were riding with him—Center Manager Roy Chicone and Supervisor Kevin Leary.

Norm collapsed on the sidewalk while delivering packages. Neither Chicone nor Leary called the emergency medical service, but instead

called Dave Sherman, the Division Manager. Meanwhile, a storeowner called for an ambulance. Norm had suffered a nervous breakdown and was hospitalized Wednesday afternoon.

On Thursday morning, drivers held a parking lot meeting prior to work. They expressed their concern for Norm. John Brown, one of his co-workers, said, "We are completely fed up with the constant harassment around productivity."

How many more tragedies will there be at United Parcel before there is an end to the inhumane treatment of the employees there.

Fight for Guarantee on Full-Time Jobs

Early in May Local 191 in Bridgeport, Conn. called for a special UPS union meeting to discuss the number of permanent, full-time inside jobs at the Stratford and Norwalk Centers. In the past, announcements of meetings specifically stated that a vote would be taken if that was the case. This time a reference to the article which authorizes such a vote was the only indication given.

At stake was the number of permanent, full-time inside jobs at the two centers. It is supposed to be 139, yet there are only 89 full-time inside people working at this time. Both the company and the local union wanted us to give up the 139 guaranteed jobs, as we did by a 4-1 vote in July, 1981 for the remainder of the last contract.

Some 357 members turned out for the May 7 meeting. After a heated debate, a secret ballot vote was taken. The count was 177-174 to retain the guarantee. The company and the union were reportedly shocked by the results.

Now, the company is seriously threatening to move work out of the Stratford hub, thereby avoiding the consequences of the contract. According to Dan Buckley, UPS spokesman at National Headquarters in Greenwich,

they will implement a "new operating plan" phasing out employees by seniority at the centers in Norwalk and Stratford. Under the plan all of the 210 part-timers would be laid off and 70 or more of the 410 full-timers would either be laid off or moved to part-time.

On May 23, we filed grievances with the union and charges were filed against UPS with the National Labor Relations Board.

At this time, there is strong sentiment to have another vote. We question the legality of scheduling another vote. Union stewards (appointed, not elected) and management have been hard at work encouraging a letter campaign to the union to get another vote.

We certainly understand the fear of losing one's livelihood and we see that this is the prime motivation in calling for a new vote. But those of us who object to a new vote are thinking about the future. We prefer to stand up now for what we are entitled to under the contract.

The story is far from finished. And the end result will effect all UPS workers present and future.

—Bill O'Brien, package driver
Local 191, Stratford, Conn.

Steward's Job Saved in Colorado Local 435

On February 9, 1983, Joel Rahn, a steward in UPS's Boulder, Colorado Center was terminated for being off his delivery route by two blocks and for overextending his lunch period by half an hour. Charges of falsifying documents and not working as directed were later added to the list.

The Boulder drivers expressed their solidarity with Joel by raising over \$200 to send him to the State Panel in Jackson Hole, Wyoming on February 24. Unfortunately, his grievance was deadlocked and it would be 9 weeks before the Joint Area Committee (JAC) of the Central Conference would be convened in Chicago on May 3.

Undaunted by this setback, the Boulder drivers initiated their first informal driver relief fund for Joel, asking \$5 per week from every driver. Over the next nine weeks \$1,518 was raised, an average of about \$168 per week, which supplemented unemployment

benefits.

Some of Joel's customers wrote letters and made calls to UPS expressing their dissatisfaction with his termination.

On May 3, the JAC decided again to deadlock Joel's grievance and every other grievance presented by the Central Conference. Local 435 then threatened to shut down UPS's Denver hub for refusing to bargain in good faith. Finally, on May 4, UPS changed its mind and Joel was reinstated with no back pay.

As part of his reinstatement, Local 435 and UPS agreed that Joel was still guilty of all charges. Joel received a letter to this effect and had forwarded a copy to the NLRB for investigation.

Rumor has it that UPS was willing to trade-off up to \$10,000 in grievances pending for supervisors working during Christmas for Joel's job. Fortunately, the Local declined.

Group Grievance Challenges "Methods" at Philly UPS

To counter the onslaught of firings, suspensions, and warning letters, 18 part-timers on the Philadelphia pre-load have filed a group grievance challenging UPS's use of so-called "methods" as a way of intimidating workers. The grievance, signed by a majority of the part-timer pre-loaders, charges the company with firings and suspensions without just cause and without proper training.

The grievance calls on UPS to 1) end the policy of using "training" as an excuse for harassment and discipline, 2) provide written "methods"

instructions for all jobs, 3) provide proper training for sorting, and 4) clear the record and provide back pay for all employees disciplined for methods in the past 6 months.

By filing a group grievance the part-timers hope to demonstrate to the panel that the individual cases are not isolated exceptions, but are part of a conscious company policy of harassment designed to increase production. They also hope to show the company that they are united.

—John Braxton, preloader
Local 623, Philadelphia

Merger of Freight Locals Needed in L.A. Area

By Doug Allan, TDU Co-Chair
Trustee, Local 208, Los Angeles

Actions are being taken right now that will seriously affect the strength of the IBT in the trucking industry in Southern California for years to come. Unfortunately they are not in the best interest of our union.

For many years in the Los Angeles area we had three freight locals: Local 224, Line and Auto Transport Drivers; Local 357, Dock and Office workers; and Local 208 City Drivers.

Membership in all locals has dropped. Local 224 is down to 1800 members from twice that, Local 357 from about 6000 down to 2800, and Local 208 from 6000 down to 4000. Naturally all three are hurting financially.

The sensible thing to do would have been for these three locals to merge into one large freight local of about 9000 members. In addition, freight Teamsters in nearby locals in the LA basin could have possibly been added to bring the total to one of the largest and strongest locals in the entire IBT.

Merger with General Local

But that has not happened. Some smooth talking officers and BAs of Local 357 convinced the Joint Council and International (which controls the destiny of our local unions) to merge with Local 63 which is a general local. (At least they apparently selected one of the better locals in the area.)

Well over a year ago the LA TDU Chapter foresaw this problem and

discussed a campaign for one area freight local, but many felt the International would not listen to the members.

Now Local 357 is no more. Negotiations are almost complete for the merger of Local 224 into Local 467 which is a local outside LA in the Pomona-San Bernadino area.

This leaves us with only Local 208 as a freight Local in the LA area. The officers and members of Local 208 have vowed to do whatever is necessary to keep our local intact.

But this is no easy task. The strength of a union is organizing, and Local 208 had to lay off our two organizers. In addition the officers and BAs did not get their deserved raise. (Local 208 does not overpay its officers as many locals do.)

Jackie Presser, if he is the forward-looking labor leader he is claiming, could solve the problem by changing the jurisdictional lines of Local 208 to include all the Southern California area freight workers, creating a large, strong local with the finances to mount an ongoing organizing drive against non-union activities in the area.

In the meanwhile I would suggest to the freight Teamsters in Local 63 and the 224 members who will likely be transferred to Local 467 that they unite with other members in their locals to organize the unorganized whether it be freight or whatever. We also need to work together, through TDU, to change our IBT Constitution to give us the right to vote on whether we merge with another Local or not.

Dirty Tricks Against Democracy in Local 601

Officials of cannery Local 601 in Stockton, Cal. have had to reach into their bag of tricks in their effort to stop the members from putting a lid on union salaries. Local 601 has a bylaw which states that salary increases must be submitted to a vote of the membership at a general meeting, but last year TDUs in Stockton discovered that their officers were getting around this by passing their increases during summer months when meetings were cancelled, and never having a membership vote.

TDU responded by moving to stop cancellation of summer meetings and by introducing a bylaw that would take out the loophole that had allowed their officials to avoid a vote. This was a very popular issue, as salaries of the local officials have risen at a much faster rate than those of cannery workers over the last ten years. Secretary-Treasurer George Moffat, for example, made over \$90,000 in 1981 from Local 601 alone.

On May 19, 114 members came to the union meeting prepared to take control of salaries back into their own hands by backing the TDU bylaw amendment. The union did nothing to tell the members about the vote. According to TDU member, Jose Soto from Tri-Valley plant 7, "Local 601 didn't put up any announcements of

this meeting in the plants. The only people who came were there because TDU brought them."

At this meeting, for the first time in a long time, many Spanish-speaking members turned out and demanded that the union translate the meeting. (Over half of Local 601 is made up of Mexican-Americans.) The union had to give in on this point, and they set up translation for the one-fourth of the members present who desired it.

When the votes were counted, 76 people had voted yes and 37 had voted no, giving the TDU amendment 2 votes more than the 1/3 necessary to win, but Brother Moffat was not about to be defeated so easily. He ruled that 3 of the ballots should not be counted because the voters had first marked no, and then changed their votes to yes before putting them in the ballot box. What Moffat did is totally against accepted rules for counting votes, but it succeeded in leaving the TDU amendment one vote short of 1/3.

TDU members in Local 601 are planning on filing charges against their officers for this theft, but they and the members of Local 601 know that this was really their victory, because such tricks only serve to anger the few friends that George Moffat has left among the members.

Stefchek Remembered

On April 22, 1983, Chicago TDU leader Coloman Stefchek passed away after a long illness. Stefchek worked for many years at Roadway Express, had been a steward, a candidate for office in Local 705, and was the co-chair of the Chicago TDU Chapter. Fellow TDU activist and 705 member Aaron Kesner wrote the following in recognition of Coloman's contribution to the rank and file reform movement.

I knew Coloman Stefchek for many, many years. I knew him when I worked out of the Union hiring hall and many times went to work at Roadway Express. I can tell you he was for the employees and was an honest Teamster who fought for members' rights and stood up against Roadway Express.

Coloman was involved in T.R.U.T.H. when I was also involved. We lost a TDU friend and member. Coloman refused to give up his *Convoy-Dispatch* bundle and said he would see that they were gotten out. He said he was going to get better and go back to work. Coloman was determined even though his illness was against him. Cancer took him but his will to live was great.

Coloman was a man of his word, and he was willing to run for Union office because he believed that through change in command he could truly represent the members. We in our Chicago chapter have lost not only a friend, but a champion who stood up to our Union and for the members.

Movida Chuecas Contra la Democracia en Local 601

Los oficiales del Local 601 de Stockton, Cal., han tenido que hacer unas movidas bastante chuecas para prevenir a sus miembros de limitar los salarios que se pagan por la union. Local 601 tiene una regla que dice: que aumentos de sueldo tienen que estar sometidos a la membrecia por

1/3 que se necesitaba, pero Moffat no iba a dejarse ganar tan facil. El decidió que 3 votos no fueron validos, por que la gente habia votado en contra, pero cambiaron sus votos a favor de la enmienda antes de emitirlos en la caja. La decisión de Moffat es totalmente en contra de las reglas normales para la

Sección en Español

This is a translation of the story on the Stockton Local 601 bylaws vote at left.

una votación popular. Pero el año pasado, los miembros de TDU aprendieron que los jefes de la union estaban evitando la regla de pasar sus aumentos en meses en los cuales no tenían juntas con la membrecia, así nunca tenían votaciones a favor.

TDU respondió por hacer moción para eliminar la cancelación de juntas en el Verano, y por introducir un cambio de la constitución local para no permitir aumentos sin voto. Esa era una cuestión muy popular, por que los salarios de los dirigentes de la union estaban creciendo bastante mas que los salarios de los trabajadores. Por ejemplo, el Secretario-tesorero, George Moffat, ganó mas que \$90,000 en el año 1981, solamente por su trabajo dentro el local.

El 19 de Mayo, vinieron 114 miembros a la junta general del local, listos para tomar control sobre los salarios por apoyar a la moción de TDU. La unión no hizo nada para traer gente a la junta. Según José Soto, un miembro de TDU quien trabaja en la planta Tri-Valley 7, "Local 601 no puso ningun anuncio de la junta en las plantas. Los unicos que vinieron fueron los que avisamos personalmente nosotros."

En esta junta, por primera vez en bastante tiempo, habian muchos Mexicanos, quienes insistieron que se tradusca la junta por la unión. (La gran mayoría del Local son Mexicanos.) La unión tenia que aceptar esta demanda, y hicieron traducción por la gente que la queria.

Cuando se contaron los votos, 76 habian votado a favor y 34 en contra, para darle a TDU 2 votos mas que los

contabilidad de votos, pero por lo pronto deja la enmienda un voto contra de sus 1/3. TDU tiene planes de meter cargos en contra de esos oficiales por el robo que hicieron, pero al mismo tiempo, se intiendo que era una victoria, porque tales movida no mas sirven para dar corage a los pocos amigos que le queda a George Moffat entre los trabajadores de caneria de Stockton.

Rank & File Wins in Akron Bylaws Vote

Members of Teamsters Local 24 in Akron, Ohio, voted overwhelmingly on May 15 against a number of proposed bylaws changes which would have sharply curtailed democracy in the Local.

The most dangerous proposal was for appointment, rather than election, of the Local's business agents. This was buried in a vote of 267 against, and only 27 in favor.

Also rejected was a proposal to increase the severance pay of the officers by establishing a local severance plan, by a vote of 169 to 121.

A proposal to raise from \$1,000 to \$5,000 the amount of expenditures requiring membership review and approval was voted down 195 to 93.

TDU members were active in opposing these undemocratic proposals, and distributed a flyer outlining the arguments about why these proposals would hurt Local 24.

Automated Warehouses: Wholesale Productivity

Most Teamsters working in warehouses are familiar with the current tools of the trade: Pallet jacks, fork lifts, conveyor belts. But a whole new set of "tools" for warehouses—Such as lasers, robots and other high-productivity equipment—threaten to turn warehouses into modern-day factories.

Case Study: Pittsburgh's Giant Eagle

One of the country's most highly automated warehouses is the Giant Eagle warehouse in Pittsburgh, Pa. Giant Eagle is the leading wholesaler in Western Pa. and Eastern Ohio. Its new warehouse was completed in 1981 at a cost of \$20 million.

The warehouse consists of two sections: a storage area where an automated retrieval system directs three stacker cranes; and a 402,000 square foot low bay area where the receiving and shipping are handled.

It is in this second section that Giant Eagle installed a \$4 million "batch to belt" order selection system. This is the most advanced of its kind from Rapistan, a leading automation company for dry goods warehouses.

Here's how it works: at one end of a

400 ft. long conveyor belt a selector picks up an order ticket and loads and labels about 500 cases per hour on this belt. From here the conveyor moves the labeled cases up to a second floor where 15 belts merge. Each case then travels past a laser which reads the labels and sorts the cases for palletizing and loading.

"Push, push, push; more, more, more," is how one warehouseman describes the impact of this automation. "They want production kept high, so they're constantly pushing. You can only do so much, so I bid off the job."

With the same size workforce as it had at its old warehouse, Giant Eagle has quadrupled its production. The union negotiated wage concessions for no job loss, so now the same number of people are producing four times as much work, for less pay.

What Can Be Done

Warehouse Teamsters can get protection from the impact of automation now by taking steps like these:

- Negotiating committee members should develop contract language which requires the company to inform

the local of any plans for changes in technology, such as automation, by giving at least a six month notice.

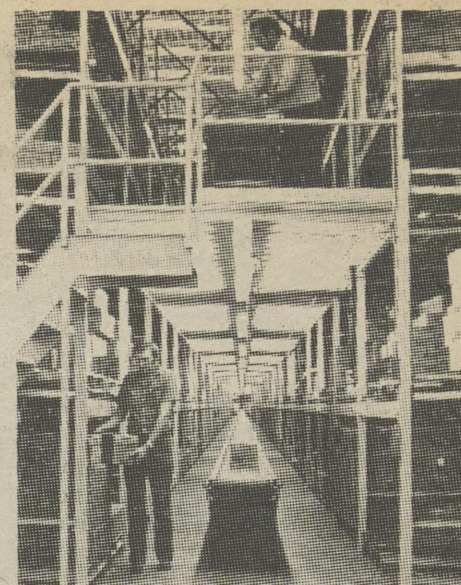
- Agreement on the introduction of this technology and proposals on its impact should not be left in the hands of the company alone but should be the subject of a joint union-management committee.

- This committee should also be the body which determines the impact of the new technology on issues like job security and productivity. Disputes which cannot be resolved at this committee should be subject to arbitration.

(Contract protection and model language on these subjects have been compiled by two researchers at the University of California-Berkeley. Contact TDU for information on the availability of this material.)

Who Benefits from Technology?

The introduction of automation in a warehouse, like the introduction of any production-increasing system, is designed to reduce labor costs through increased productivity per worker.



This often means either an increasingly frantic work pace, layoffs, or both.

At the moment, the fight around automation and productivity is a defensive one: establishing the best safeguards from their impact. But over time a broader movement around work pace and layoffs may develop which could turn the fight around, to the point where new technology would benefit Teamster members through a reduced work week without a loss of pay. A move in that direction would make Teamsters the benefactors of new technology, not its victims.

Nashville Kroger—Pure Mileage

Kroger drivers in Nashville have been struck with the worst contract yet despite a 100% "no" vote by the drivers in April. The new contract is pure mileage pay, even in the city. Unloading is paid at a flat 45 minutes each for multiple stops and 1½ hours for straight loads. The Nashville hourly rate is now \$10.55 with two 30c raises later in the contract. A similar contract was pushed through in Atlanta earlier in the year.

One Nashville driver told C-D,

"The big problem here is our BA, Dempsey Newell. He's just not a union-minded man. Whatever the company says, he just goes along. We have 114 drivers. All 114 voted 'no'. When we first got the mileage deal a few years ago, only drivers voted, since it didn't affect the warehouse. But not this time. Still when they included the warehouse vote, we were only 6 votes short of a ½'s 'no' vote. We've pitched in to hire a lawyer and overturn this deal."

TDU MEETINGS

BC/Yukon Area TDU
Thursday, July 7—7:30 pm
Rio Hall, 3325 Kingsway

Thursday, August 4
Same time, same location

Chattanooga Legal Rights Educational
Saturday, June 18, 1 pm
Heritage Inn
off I-75 North to Summit-Collegdale exit
641 Lee Highway at Bonnie Oaks Drive
Chattanooga, TN

Jacksonville Area TDU
Sunday, June 26—3 pm
Holiday Inn
at I-10 and Stockton Street
Jacksonville, Florida

Knoxville TDU
Saturday, June 18—10:00 a.m.
Holiday Inn
Dale Ave.
Downtown Knoxville

Los Angeles Area TDU
Box 1868
Lynwood, CA 90262
213-966-7154 or 213-439-5702
Meets Bi-monthly, call for Information

Greater New York Teamsters
Sunday, June 12—1 pm
Sheraton Hotel at LaGuardia Airport
90-10 Grand Central Parkway
(on the service road)

Northwest Ohio TDU
Sunday June 12—1 pm
Hillcrest Hotel
16th and Madison
Downtown Toledo

Phoenix Area TDU
Saturday, June 18—12 noon
South Mountain Park
(at the big ramada)
Phoenix, AZ

San Francisco/Bay Area TDU
regular meetings, contact TDU
P.O. Box 23902
Oakland, CA 94623
(415)783-5872

Twin Tiers TDU
Saturday July 9—5 pm
Horseheads American Legion Hall
Horseheads, NY

Watsonville TDU
Sunday June 26—5 pm
Salud de la Gente Clinic
1035 Main, Watsonville

Sunday July 24
same time, same location

Educational Conference for UPS Teamsters
Saturday June 11—10 am till 6:30 pm
Motel 6, near Springfield, MA

New Address for West Coast TDU
P.O. Box 8548
San Jose, CA 95155
(408) 971-1035

Tough Battle Against Standards at Certified

With their jobs on the line, and the existence of the union being threatened, members of Chicago Local 738 are waging a tough fight against the introduction of a vicious set of production standards at the Certified Grocers warehouse.

The company unilaterally introduced the new standards at a meeting on March 7. The minimum standard started at 65% and was scheduled to go up by 5% each week until it reached 100%. A five-part disciplinary program was established: consultation, warning, written warning, suspension and then termination.

The standards were so out of line that by the end of the eight-week introductory period 22 order-pickers had already been fired, with others in line for suspension.

But Local 738 member Tom Swatkowski emphasized that Certified Grocers wasn't only interested in increasing production. "The whole point of this is union-busting," Swatkowski said. "If this goes through, we feel it is the beginning of the end of the union in the warehouse."

Swatkowski said that Certified Boss Paul Williams even wanted to change the pop machines over to a non-union vendor, but refrained from doing so because he knew that the workers would boycott them.

Rank & File Organizes

The rank and file established a Warehousemen's benefit club, set up a steering committee, made buttons, and raised money to hire lawyers. During the second and third weeks of May, the order-pickers put up an informational picket line against the standards.

The company responded to the informational picket line by sending

telegrams to the picketers, threatening to fire them. This was a clear violation of the National Labor Relations Act, and the members' attorneys filed labor board charges the next day.

After two weeks of informational picketing, Local 738 got involved. An agreement with the company was apparently reached, and on Friday, May 20, the 22 members who had been fired were told by the union to return to work.

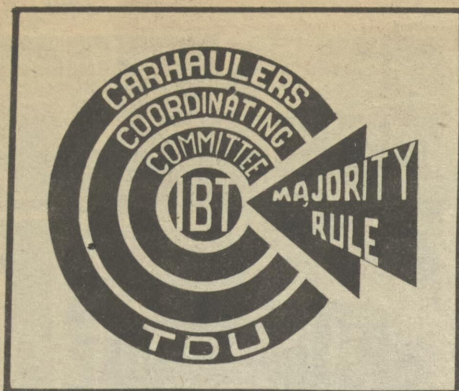
They went back on May 23, but by the end of that week, the firings had begun again. It was not clear what the union's position on the standards was, but the company clearly intended to continue enforcing them. By June 3, 16 men had been fired again, with still more in line for suspension. Local 738 did file charges with the National Labor Relations Board protesting the unilateral introduction of the standards, but no action has been taken yet.

Replacements are being brought in at a new hires wage of \$5 an hour, compared to \$12.03, the top union scale. The rate goes up to \$7 after 30 days with a full year needed to reach \$12.03.

Swatkowski said that Certified is trying to destroy the union by firing all the seniority employees, and then bring in replacements for 40-50 days, get maximum production out of them, and then let them go.

Standards have also been established for the loaders, jeep drivers and frozen food workers (there are about 300 workers in all at Certified), and they will likely be introduced soon.

This is a critical fight in the Chicago warehouse industry, and the rank and file at Certified is doing everything possible to defend their rights and conditions.



Mich. Carhauleders Getting Active

Carhauleders in Michigan are having their long established practices threatened under the cover of the corporate consolidation of the industry in Michigan. Leaseway grabbed another big share of GM traffic when it took over C&J in Lansing, ACI in Flint and Motorcar in Pontiac. Drivers at Com-

mercial Carriers in Dearborn and at Boutell in Detroit and Flint are under attack as Ryder Systems works those recently purchased operations into the "Ryder way."

For months drivers at C&J in Lansing felt they were being totally ignored as Leaseway took over there. C&J's terminal manager made them even angrier when he wrote them all a condescending letter telling them that their problems would go away if only they would work harder.

But the C&J drivers and Local 580 responded. After months and months of low union meeting attendance of about 25 members, the April meeting (first Monday of the month) saw nearly 200 drivers turn out. The problems were so serious that it took until 4:30 pm to even cover them.

C&J supervision was surprised but still cocky. They still didn't really listen to the drivers' grievances. They

told the drivers they couldn't get that kind of turnout two meetings in a row. But the May meeting was also very big and it continued until 5:30 pm. Although plenty of problems remain, reports are that the drivers' complaints are at least being listened to and some are being settled. This kind of involvement and unity among the members is what can stop management.

Flint C.A.T.

In another Michigan development, drivers at Ryder Systems Complete Auto operation in Flint, recently struck for four hours over the company's continued use of non-union, low-paid personnel in the tire shop. There is no reason these workers should make less than scale. Successful scab subcontracting in one area will only encourage the companies to try it in other areas.

Drivers Fight Running Mile At Marysville Honda Plant

In May, carhauleders at Commercial Carriers and Nucar at the Marysville, Ohio Honda plant had a substandard contract imposed despite a clear vote of "no" by the affected members.

"We voted no several times," one driver told us. "They offered to red-circle us, pay us by the contract and stick every other person hired with the rider. They hinted that we could get long hauls like Florida if we go for it. But we told them 'no.' We are united."

The deal provides for a rate of 35c a running mile on all runs beyond a 270 mile radius. Not only does this affect the Marysville drivers, but also all foreign drivers who haul out of the Honda plant. The three-page rider, signed by Presser assistant Sam Stintzman for the union, provides that all other affected locals shall have the right to review this deal prior to mid-July and for union "review" after

90 days.

"We got suspicious when we did better at negotiating than our so-called professional union negotiators. After we said 'no,' the company added the seventh paragraph to sweeten the pot some. But we still said we want under the national contract," C-D was told.

The situation has far-reaching implications for carhauleders everywhere. It shows Ryder System's determination to impose the running mile, and also willingness on the part of some Teamster officials (including Stintzman) to go along with the program, even to the extent of illegally denying members the right to vote on their contract.

The story is far from over, because the Marysville drivers intend to pursue the issue. Their success will be ensured if other locals join in objecting to this deal.

New-Hire Rates Spark Protest

The May Central-Southern Carhaul Panel meeting in Atlanta was the scene of some hopeful developments. With the industry increasingly dominated by the huge Ryder and Leaseway conglomerates, demands on the union for concessions are endless.

"Management clearly intends to take whatever it can get—the running mile applied wherever possible and the widest application of substandard wages. All of this will set the stage for more concession demands in the 1985 contract talks. Carhauleders are being softened up. Management is on the offensive.

Thousands of carhauleders signed the Carhauleders Coordinating Committee petition against the running mile deal. Union members across the country are upset about the new-hires clause for hourly work. Where operations have multiple seniority lists, drivers transferring into the yard have their wages cut to \$10.50/hour with no provision to ever catch up. While this "interpreta-

tion" has apparently been upheld, there are additional moves in the works to fight it.

Management's aggressiveness has sparked a response in some officials. Following the Atlanta panel, a meeting of all union representatives was held. In the discussion, it became clear that many Local officials feel the time for giveaways is past.

But it will take more than sentiments to stop Ryder and Leaseway. They have the money and organization to play one carhauler or one local against another. They have a long-term plan to institute running mile pay—one small "painless" step after another. The Atlanta meeting of union representatives shows the union has the potential to meet and beat management's organization and money.

The Lansing C&J drivers' action and the response to the CCC petition show that the members are aware of the problem and will act to back up a strong stand by the union.

JOIN TDU!

Some Teamsters are griping about Presser. Or hoping that he'll go away. Or maybe that he won't be that bad.

Some Teamsters are doing something about it. And about the cost-of-living ripoffs, the concessions, the production harassment, the lousy representation. Some Teamsters believe we can save our union, and make it something to be proud of.

Some Teamsters are fighting, not griping. They've joined TDU. Shouldn't you?

Membership Application Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

(Optional) How did you receive this newspaper? _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

At Rest Home for Ripoff Artists

Dickie Fitz Back as Boss

Teamsters at Shortway (formerly Airport Limousine) in Pontiac are used to having shady bosses, sweetheart contracts, and not much help from Local 614. Now they find their new boss is none other than Richard (Dickie) Fitzsimmons, son of the late IBT President. Dickie Fitz went to prison in 1980 for taking payoffs for labor peace. He had previously been a "General Organizer."

Also on the payroll at Shortway is Mike Bane, a former Local 614 official convicted for embezzlement. This outfit seems to be a rest home for people who ripped off the union and the members.

Dickie Gets Pensions

Fitz is reportedly collecting a few different Teamster pensions while he merrily works against the rank and file. For regular Teamsters drawing pensions, the various Pension Funds



Dickie Fitz entering his sentencing hearing

cut off the pensions of members who go to work in Teamster-related industries to try to supplement their pensions. And try to imagine how the members at Shortway feel, working long hours for little more than minimum wage to support handsome management salaries for two freeloaders who are also convicted crooks. It's enough to make you sick.